

Acceder programme



• FSE
• FEDER

The *Acceder* Programme, whose principal aim is to promote the Roma population's access to quality employment, is implemented throughout the whole of Spain by the Fundación Secretariado Gitano (FSG) within the framework of the European Social Fund's Multi-Regional Operational Programme to Combat Discrimination. The Programme **has already achieved over 23,452 labour contracts**.

The Programme has 46 employment centres distributed throughout Spain. These centres are situated in places close to where the Roma population resides and are fully equipped with the needed resources. Each centre is comprised of a 5-person intercultural team entrusted with the execution of the Programme at local level (1 coordinator, 2 labour counsellors, 1 work prospector and 1 intercultural mediator).

The *Acceder* Programme's priority is to give the Roma population access to the labour market on an equal footing with the rest of the population. This access is promoted through labour market integration actions such as individual employment pathways and the development and enhancement of human resources.

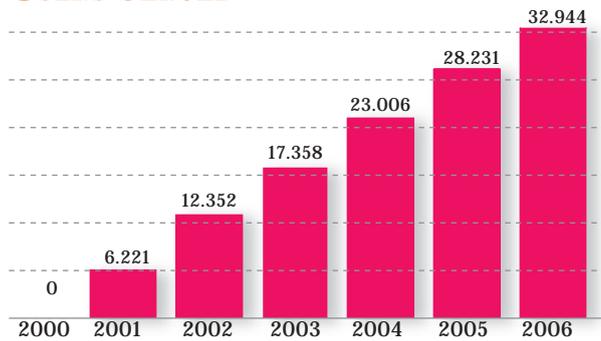
The Programme's general objectives are:

- › **Vocational training tailored to the demands of the labour market.**



CLASS OF METAL CARPENTRY

USERS SERVED



CONTRACTS SIGNED



ACCEDER PROGRAMME USERS AND CONTRACTS 2006



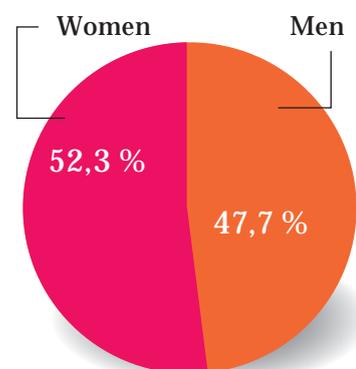
Professional capacity building and access for Roma men and women to paid professions and work, covering the demand for workers from private enterprise.

- Direct link between Roma job seekers and employment service providers.** Closing the gap between vocational training and employment services for unemployed Roma, allowing them to gain access to these services on an equal footing with the rest of the society.
- Awareness-raising** as concerns prejudices and discriminatory practices against the Roma population with a view to improving their social image.
- Generation of policies** targeting the Roma population with a view to improving living standards and guaranteeing equal opportunities in access to public goods and services.
- Development of new jobs within the framework of educational, health-care, social and cultural services,** promoting more active policies focusing on the Roma population. These services should target those areas of social integration which are vital for the Roma community.

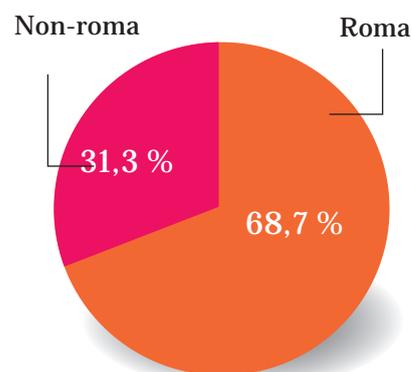
Achievement of these objectives is contingent upon an **integrated, multi-dimensional and individualised approach** in which individual attention is an essential methodological tool beginning with an initial diagnosis of the employability status of each person followed by the design of suitable measures and the necessary steps to bring about substantial improvement. These actions mainly but not exclusively target the Roma population, meaning that a maximum of 30% non-Roma population is accepted on the Programme.

After 7 years of work in the Acceder Programme, the results continue to outpace initial forecasts both in terms of the number of people served at our centres through individualised labour market integration pathways and the number of employment contracts signed.

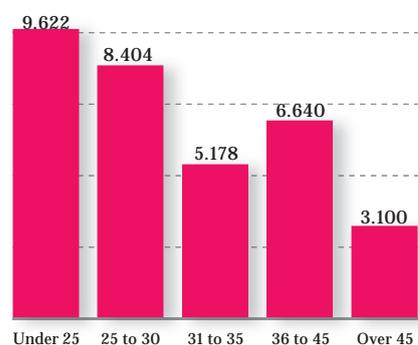
**ACCEDER PROGRAMME
USERS 2006: GENDER**



**ACCEDER PROGRAMME USERS
2006: ETHNIC GROUP**



**ACCEDER PROGRAMME
USERS 2006: AGE**



According to aggregate data as of the end of 2006, a total of 32,944 people have been served at our Acceder centres, representing growth of 17% vis-à-vis the figures at the close of 2005.

In terms of gender breakdown, women accounted for 52.3% of the service users in 2006, a clear consolidation of the trend already visible in 2005 towards gender equality in access to and participation in labour market integration processes supported and fostered through the Acceder centres. 69% of the total number of users taking part in individualised labour market integration pathways are members of the Roma community, slightly higher than the 2005 percentage. Those participating in this programme are generally young (55% are under the age of 30) with an overall balance between men and women, although the percentage of men is higher in the under-30 group. The percentage of women is higher in the over-30 group.

Both at the reception and information stage and during labour counselling, an **accent is put on training** as one of the priority measures, especially when it comes to young people. This effort follows an integrated approach to training and employment based on work experience and on achieving technical knowledge and skills as well as a range of instrumental skills (social skills, work habits, etc.) which are incorporated into one's "employment repertoire" and will play a key role in labour market integration pathways. Programme implementation has included **600 training actions** in which **5,400 programme users** have taken part, over 85% of whom are Roma and 66% women. The greatest area of success in terms of its validity as a tool facilitating access to employment continues to be with women, especially those between the ages of 16 and 24.

Within the sphere of actions designed to promote the labour market integration of Roma women, we

would highlight the CAM Romí Programme carried out within the framework of the Acceder Programme in collaboration with the social contribution made by the Caja de Ahorros del Mediterráneo (a savings bank, Spanish acronym CAM). Through 10 vocational training courses, it was instrumental in helping 124 of the 230 Roma women participating to get a work contract.



ROMÍ HAIR STYLE SALOON IN LEÓN



PRACTICUM OF THE WAITRESS COURSE, VALLADOLID



PRACTICUM OF THE DEPENDENTS COURSE IN EROSKI SUPERMARKETS

Furthermore, referrals are made to external training resources. The Acceder teams analyse the resources best suited to the characteristics and requirements of each person, directing him/her to the resource deemed most appropriate. Especially during the initial phases of the training, accompaniment also forms part of the process when deemed necessary to assure that candidates follow through.

The Programme's initial objective was to work during the period 2000-2006 seeking to serve 15,000 people and procure at least 2,500 work contracts. This objective was surpassed by a wide margin; **32,944 people have been served and 23,452 work contracts signed by 10,152 people** which comes out to an average of over 2 contracts per person. This means that practically one-third of the total number of Acceder users finds a job.

As for gender, there is a shift in the figures when it comes to work contracts. Although more women than men take part in the programme, 50.8% of the contracts are awarded to men although this difference has been decreasing yearly. This data draws attention to the fact that the labour market makes it more difficult for women; although they participate in greater numbers in programmes which improve and foster their labour market integration, they are offered fewer jobs than the men.

The percentage of contracts awarded to people seeking employment for the first time through the Programme (33% of the total number of persons engaged) points to the importance and repercussion that the Programme is having in facilitating the labour market integration of those with no previous work experience, their participation in labour and training resources and their willingness to improve their socio-labour skills.



PRACTICUM OF THE COMMERCIAL DEPENDENTS COURSE, SEVILLE

TRAINING BENEFICIARIES 2006 (%)

Other	23,3
FSG courses	9,2
Primary school degree	4,1
Literacy	4,6
Vocational training courses	39,8
Social guarantee	5,4
Workshop/Trade/Employment	13,6



ECOTUR-MADRID HOSTESS AT THE RTVE STAND AT THE BOOK FAIR

Close to 33,000 people have participated in the Acceder Programme since its commencement.

COURSES AND TRAINING HOURS. TOTAL 2000-2006

Total courses	598
Number of students	5.367
Total amount of hours	518.400

As for the duration of the contracts, there has been a significant increase in the number of **contracts for periods greater than 3 months (50%)**, mostly from private companies (87%) with no major gender differences. More than 6 out of every 10 contracts are with companies with fewer

than 50 workers and more than 75% are full-time contracts and it is here that sharp gender differences become apparent: nearly 40% of the women were given part-time contracts while that was the case for only 10% of the men. Over 60% of the contracts are for a specific work or service. **Particularly positive is the increase in the number of permanent contracts which now stands at 4.5 % of the total.**

Fostering self-employment was another line of action in 2006 through which we supported the opening of businesses in diverse sectors including textile outlets, hair dressers or home improvement. In this regard, the progressive consolidation in the marketplace of the different projects launched is serving as an example for others who are coming to realise that self-employment is an alternative offering the Roma population a number of different ways to gain access to the labour market.

The pursuit of partnerships in the field of social policy is mobilising a coalition



WORKING SCHOOL OF CITIZEN INFORMATION IN MALAGA



PROFESSIONAL CLEANING COURSE IN ALICANTE

of interests and of different players around a common project. In line with this philosophy, and in collaboration with the different private entities forming part of the Multi-Regional Operational Programme to Combat Discrimination (ONCE Foundation, the Spanish Red Cross, Caritas Española, Fundación Secretariado Gitano and the Fundación Luis Vives), in 2006 a joint campaign was undertaken to raise awareness concerning the fight against discrimination which included the Parliamentary debate entitled *Debate on the state of non-discrimination* under the slogan: *A labour market open to all*. The publication entitled *Achievements and best practices of the Operational Programme to Combat*



Discrimination run by social action NGOs was also published and bears witness to the actions and scope of

this Programme with over 200,000 individual beneficiaries and 70,000 work contracts.

It is likewise important to highlight the creation and publication of the fourth edition of the *Roma Community Employment Observatory* corresponding to 2005 which traces the changes that have taken place since the year 2000. This Observatory is a tool for ongoing analysis and reflection regarding the socio-labour reality faced by Spain's Roma population and facilitates thorough analyses through which to gain greater insight into the current situation characterising the Roma community thanks to its copious and relevant information on the educational and employment situation of many Roma people who, in one way or another, have come into contact with one of the 46 *Acceder* employment centres distributed throughout the different regions of Spain.



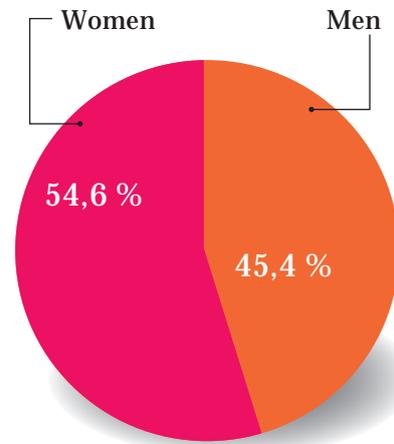
PUBLICATION OF THE 2005 DATA IN THE OBSERVATORY "EMPLOYMENT AND THE ROMA COMMUNITY"

Moreover, this year the regions of Asturias, Valencia and Murcia have published their own *Regional Employment Observatory* with aggregate regional data from the period 2000-2005. We believe that the relevance of these Observatories is self-evident given that they provide useful data focusing specifically on the vocational training and employment status of the Roma population.

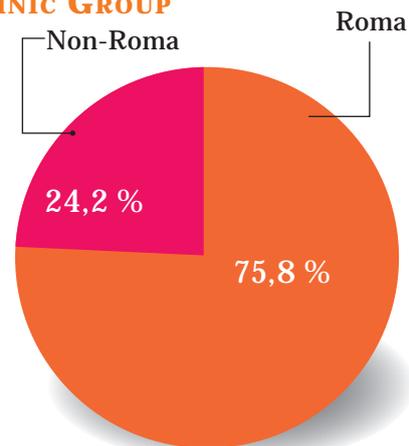
This year has seen the celebration of **19 seminars and debate and reflection fora** in which approximately **2,000 professionals** working with the Roma population in different administrations and social entities took part. They addressed intervention models, methodologies and priority tools for the social inclusion of the Roma population such as the fight on discrimination, the importance of education in labour market integration, reconciling family and professional life and employment and training.

As the programme nears its end, we can safely say that the initial objectives, in quantitative terms, have been surpassed by a wide margin. Moreover, a qualitative assessment leads to the conclusion that the actions we are implementing represent a clear step forward (although still scant) towards accomplishing our major objective which is none other than making equal opportunity for the Roma population a reality when it comes to their access to training and employment, enabling them to become fully integrated into society.

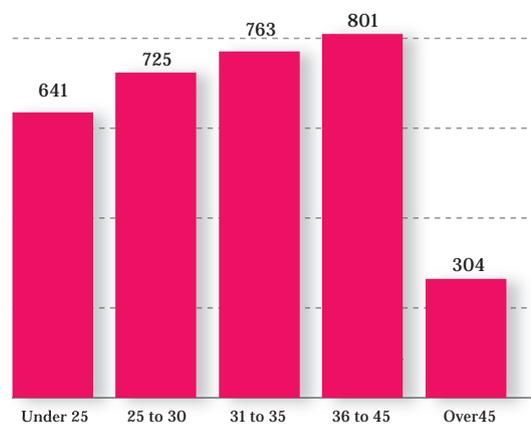
ACCEDER CONTRACTS PROGRAMME 2006: GENDER



ACCEDER PROGRAMME CONTRACTS 2006: ETHNIC GROUP



ACCEDER PROGRAMME CONTRACTS 2006: AGE





JUAN JOSÉ FLORES (WORKER FROM MALAGA) AT THE DEBATE ON THE STATE OF NON-DISCRIMINATION

In this connection, we believe that the **Acceder Programme's achievements** are numerous and mention should be made of the following:

- › **Change of mentality** of beneficiaries, employers and the society at large.
- › **Improvement in the living standard of the Roma population** (access to mainstream services and an end to the vicious circle of dependence).
- › Headway made in terms of **equal opportunity** and **gender equality**.
- › Support given to the **incorporation of the Roma population into mainstream services**.
- › Improvement in the **social image** of Roma.
- › **Synergies** at institutional and territorial levels.
- › **Sustainability** (co-funding from over 70 public administrations and private entities).
- › **Impact of complementary actions** such as the study Roma Population and Employment and the awareness-raising campaign "Get to know them before judging them" whose aim is to eradicate stereotypes and improve the social image of the Roma community.
- › Design and development of suggestions and guidelines for the development of **specifically tailored methodologies and tools** focusing on the labour market integration of the target group.

In short and by way of conclusion, through this programme we are trying to stress the idea that the fight against discrimination should not be limited to defence against a phenomenon infringing the fundamental rights of individuals, but should also envisage

a pro-active approach clearly including the Roma population's active exercise of their right to training and employment as a gateway paving the way to other rights and full citizenship.

ACCEDER CENTERS

